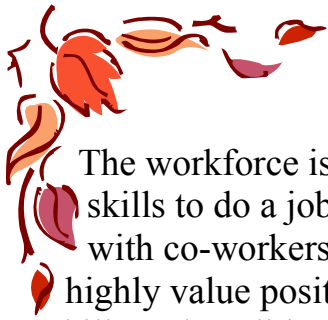


# Reliable

**JOB SERVICE**  **SOURCE**

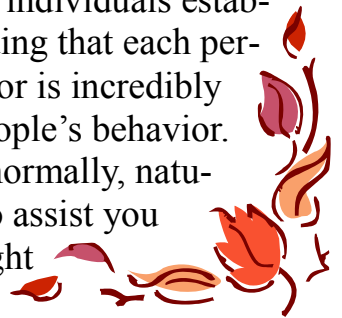
The **Reliable SOURCE** is published quarterly by The Miles City Job Service.



## HIRING FOR TALENT Doesn't Anyone Want To Work Anymore?

The workforce is changing. Employers are realizing that in addition to having the skills to do a job, employees need to be able to fit into the workplace and get along with co-workers. A Research and Analysis Bureau survey found Montana employers highly value positive work habits and attitudes. They said these are the most difficult skills and qualities to find when hiring new employees. Surveyed employers said it's harder to find workers with positive work habits and the ability to work with minimal supervision than those with basic writing, technology and math skills.

In the past, an organization's value was in hard goods—value that could be measured in inventory and equipment. However in today's knowledge-based economy it is the utilization of talents, knowledge, skills and abilities that gives the organization its value. Talent is any recurring pattern of thought, feeling, or behavior. Most individuals establish about 13 innate talents or strengths by about age 13. Understanding that each person possesses these enduring patterns of thought, feeling and behavior is incredibly liberating as you then realize you aren't responsible for changing people's behavior. By finding out people's talents, you can match people to what they normally, naturally are good at and enjoy doing. You can develop a talent profile to assist you in putting the right people in the right jobs. This helps you to hire right and adjust your current workforce to make the most of it.



### EMPLOYMENT POSTERS *Available Free of Charge!*

Job Service provides current 5 in 1 posters to area businesses. To request new posters, please contact the Miles City Job Service at 406-232-8340 or pick up a poster by visiting our office at 12 N. 10th St., Miles City, MT.

## Like us on Facebook!

Find us at [www.facebook.com/milescityjobs](http://www.facebook.com/milescityjobs) for instant information about workshops, employment, education, community information and the economy.

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## UI Reporting Requirements Will Change Effective September 2013

The Unemployment Division is making some changes, effective September 2013, in regard to UI Claimants and how claims are filed and received by UI, and how work searches are completed each week.



Starting in September 2013, when UI Claimants enter their request for payment they will be required to provide:

- Their work search contact information for the week. Required information includes: date of contact, business name, business address or website, business phone number, name and title of the person they contacted, position they applied for, and method used to apply for the position.
- If claimants are union attached, they will be required to provide the union name, address, phone number, and contact person.
- If claimants are job attached, they will be required to provide the name of the business they are attached to and their address, phone number, and contact person.

Also effective September 2013, the Interactive Voice Response (IVR) system will no longer be an option for filing requests for payment. The UI Division can more efficiently provide service to claimants on their website, [ui4u.mt.gov](http://ui4u.mt.gov). Claimants can request benefits online using their same PIN number they use when filing on IVR. On-line access is free, secure, and available at all local Job Service offices and public libraries if they do not have it at home.

Keep in mind only a small portion of UI claimants currently utilize the IVR and/or paper. Most already use the internet option and have direct deposit of their UI benefits. Ending the IVR is necessary to properly collect weekly certification of work search efforts, job and union attachment status – and verify a portion of them as required by USDOL. The UI program is making a national effort toward integrity and proper payment of UI benefits.

If using the Internet is not an option for claimants, they will have the option to call a voice mailbox and leave a message. A UI representative will then return their call to discuss a file-by-mail option. However, the file-by-mail option will delay processing of benefit payments due to mail and data entry time involved.

For further information, visit the UI home page, [uid.dli.mt.gov](http://uid.dli.mt.gov).



### The latest issue of Main Street Montana is now available!

Go to <http://dli.mt.gov/pub/msthome.asp> to check it out!

This issue of Main Street Montana focuses on workforce development. It looks at how recent legislation allows veterans to apply relevant military training, service or education to certification or licensure in the private sector. This is a major milestone that eases the transition into civilian life for many Montana veterans. It also takes a look at how Unemployment Insurance impacts the State's economy, beyond the headlines; introduces you to a woman who wants to keep the art of blacksmithing alive, and what the top ten occupations are in Montana.

## UNEMPLOYMENT RATE DECLINES TO 5.3%

Montana unemployment rate fell to 5.3% in July, down 0.1 percentage point from June. The national rate declined by 0.2 percentage points to 7.4%. Montana's unemployment rate remains a full two percentage points below the national average.

"Montana's unemployment rate is continuing its downward trend, as employers continue to feel more confident in our economy", said Labor Commissioner Pam Bucy. "Despite job growth being slower than last year, our economy is gaining ground and getting stronger every day."

Payroll employment added roughly 900 jobs in July. The Leisure and Hospitality sector has posted job gains during the last few months; construction employment remains fairly stable and government employment continues to decline. Construction employment has not yet fully recovered since the recession, although other indicators suggest a strengthening of the national housing market. Total employment estimates, which include payroll employment plus the self-employed, indicate a small employment decline of 700 jobs.

The decline in the unemployment rate was primarily the result of nearly 1,000 Montanans leaving the labor force, bringing the labor force participation rate to 63.6%. The labor force includes those that are working or looking for work. Labor force participation rates in both the U.S. and Montana declined during the recession as workers responded to a poor employment situation. During the recovery, the U.S. participation rate has continued to decline, but Montana's labor force participation rate has been on an upswing since 2011 as workers responded to positive job growth. In 2013, however, the trend has reversed, with Montanans leaving the labor force. There are multiple reasons why workers may choose to leave the labor force, including retirements, family responsibilities, obtaining schooling, insufficient job opportunities, or low wages. Inflation levels remain fairly low. The Consumer Price Index for All Urban Consumers (CPI-U) increased by 0.2% in July. Core inflation, measured by the all items less food and energy index, rose by 0.2%.



### July 2013 County Labor Force Statistics Non-Seasonally Adjusted Preliminary

<i>Area</i>	<i>Labor Force</i>	<i>Employed</i>	<i>Unemployed</i>	<i>Rate</i>
Custer	6,489	6,287	202	3.1
Dawson	4,485	4,338	147	3.3
Carter	684	667	17	2.5
Fallon	2,234	2,200	34	1.5
Garfield	609	591	18	3.0
Powder River	975	942	33	3.4
Prairie	535	514	21	3.9
Richland	7,383	7,218	165	2.2
Roosevelt	4,426	4,150	276	6.2
Rosebud	4,023	3,769	254	6.3
Sheridan	2,227	2,181	46	2.1
Treasure	362	349	13	3.6
Wibaux	624	608	16	2.6

## 2013 BUSINESS SERVICES CONFERENCE

Ron Nemec attended the 2013 Business Services Conference June 26<sup>th</sup> and 27<sup>th</sup> in Helena. The conference is held every year to provide the most current information for Job Service staff to further assist businesses.

This year's topics included: Legislative Changes to Workers' Compensation Laws, Background Checks, Affordable Care Act: How Job Service Can Help Employers, Wage and Hour Update, UI Legislative Employer Updates, and the Main Street Montana Project.

Highlights from the conference were changes in Workers' Compensation Laws. This change was brought about by the effects of the Bakken, specifically on employers in Montana and North Dakota who have businesses in the other state and have employees working in both states. One of the biggest changes this year was the ability for employers who work in the surrounding states to be able to use their Workers' Comp Company in their own state for employees who work in another state. Conducting Background Checks was another important topic. Employers using background checks have received increased attention from the EEOC. The reason is the EEOC is watching the use of criminal records by employers very closely in hiring employees because of the potential for discrimination.

For more information on the Conference, please contact Ron at the Miles City Job Service (406) 232-8346. If you have legal questions please contact your legal counsel.

Please contact Job Service at [MilesCityJSC@mt.gov](mailto:MilesCityJSC@mt.gov) if you would like to receive our newsletter by email.



*-Thomas A. Edison*

"I have not failed. I've just found 10,000 ways that won't work."

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